


U.S. DEPARTMENT OF COMMERCE
National Oceanic and Atmospheric Administration
NATIONAL WEATHER SERVICE
1325 East-West Highway
Silver Spring, Maryland 20910-3283
THE DIRECTOR

FEB 28 2005

MEMORANDUM FOR: All NWS Employees

FROM: David L. Johnson 

SUBJECT: Sexual Harassment Policy Statement

NOAA's National Weather Service is committed to creating an environment where everybody can share ideas freely without fear and contribute to the maximum of their ability. Anything, which erodes the respect and confidence that employees have in our agency, is a serious problem for the NWS. Sexual harassment is one such problem. Therefore, it is the policy of NOAA's NWS is to provide a work environment free of sexual harassment where all employees are treated with respect. Sexual harassment is defined as deliberate or repeated unsolicited and unwelcome verbal comments, gestures, or physical contacts of a sexual nature. Harassment of any type which leads to a hostile work environment will not be tolerated. At the NWS, we have a zero tolerance policy against harassment in the workplace. NWS managers and supervisors are required to take immediate corrective actions to demonstrate the zero tolerance for any behavior which creates an intimidating, hostile, or offensive work environment

I am committed to the goal of a work environment free of sexual harassment. If you believe you are a victim of sexual harassment, you should seek guidance from an Equal Employment Opportunity (EEO) Manager or contact an EEO Counselor in the NOAA Civil Rights Office at (voice) 301-713-0500 or 1-800-452-6728, (TDD) 301-713-0982, or (fax) 301-713-0983.

You can exercise your rights through the discrimination-complaint process and seek the assistance of an EEO representative without fear of retaliation. For more information on what constitutes sexual harassment, visit the NOAA Civil Rights Office web site at <http://www.ofa.noaa.gov/civilr/eeopol.htm>.

*Employees in NOAA
National Weather Service
are committed to the
policy* 